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Magical Christmas ballet returns

The Snow Queen, played by Sophie Longo, looks out into the audience during Heritage Ballet's dress rehearsal performance of *The Nutcracker* on Friday, Dec. 9 at the Northern Lights Performing Arts Pavilion in Haliburton. Three shows were held from Saturday, Dec. 10 to Sunday, Dec. 9 and finished with a sold-out audience. See more photos on page 10.
/VIVIAN COLLINGS Staff

Dysart taps taxpayers for 8.9 per cent levy increase in 2023 budget

JAMES MATTHEWS

Local Journalism Initiative Reporter

Dysart et al officials anticipate closing the year with a deficit.
The municipality started the process

of nailing down spending priorities for the 2023 capital and operational budgets during a special meeting Dec. 9. So far, there's a tax increase of 8.9 per cent over last year.

It's only the first draft of the next year's municipal spending plan.

Owners of residential properties assessed at \$100,000 will need an extra \$27.50 to cover their property tax bill, or roughly the cost of a pack of cigarettes and a six-pack of beer.

Commercial properties assessed at \$100,000 will see an increase of \$40.78,

while the industrial tax rate could jump an added \$47.25.

The residential tax base carries 95 per cent of the assessment. Levies by Haliburton County and for education have yet to

see **MUNICIPAL** page 3

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Santa comes to Wilberforce

A child in a firefighter outfit looks out into the crowd from a Highlands East Fire Department fire truck in the Wilberforce Santa Claus Parade on Sunday, Dec. 11. The parade started at Wilberforce Elementary School and ended at the Lloyd Watson Centre with pictures with Santa. /TIM YANO Special to the Echo



The Wilberforce Agricultural Society had a float in the Wilberforce Santa Claus Parade on Sunday, Dec. 11.



Santa waves from his float on a snowy Sunday afternoon at the Wilberforce Santa Claus Parade.



A cow wearing reindeer antlers braves the snow during the Wilberforce Santa Claus Parade.



Tupper T. Turtle high fives a parade goer.

County Tourism interested in your voice

EMILY STONEHOUSE

Staff Reporter

The Haliburton County Tourism Department wants to hear your voice. Led by manager of tourism, Tracie Bertrand, they have launched their first annual Resident Sentiment Survey (RSS). “We need to know whether we are moving in the direction that the community wants,” said Bertrand. “This is an opportunity to share opinions about what you like, what you don’t like, and what you need.”

The survey is composed of 16 questions that dive into the tourism sector, or visitor economy, of the Haliburton Highlands. It is designed to inform decision making around the future of this sector in the area.

The survey was kickstarted by the Destination Development Management Plan (DDMP), which Bertrand said she used as a guiding principle for understanding and facilitating community relationships and local initiatives. “The plan indicates a number of actions that should be used to leverage the power of local residents,” said Bertrand. “This is about garnering a community-lead approach to sustainable tourism, we really want to do this right.”

Bertrand, who has been in the position of tourism manager since early 2022, and has spent much of her time garnering relationships with residents and stakeholders from all corners of the Haliburton Highlands. “In my time in this role, I have been going out into the community and talking to people, spending time with people, and it made me realize that we just need to speak to the community first,” she said.

Bertrand partnered with Bannikin Travel and Tourism Ltd. as a consultant to establish how the DDMP could be applied and utilized effectively. Bannikin presented at the Tourism Summit that was held in May earlier this year at Sir Sam’s Ski and Ride, and hosted a variety of stakeholders and business owners in the area.

As a result, Trevor Benson, the president and CEO of Bannikin, became invested in the community and the relationships with stakeholders. Bannikin’s consultation was covered 100 per cent from a grant provided by Ontario Highlands Tourism Organization (OHTO). “We are excited that we got to work with a consultant who went to other tourism regions, and identified what really worked for them, then offered insight for

how we can apply it here,” said Bertrand.

Bertrand intends to offer the opportunity to fill out the survey on an annual basis, for at least the next four years. “This isn’t another plan that will just sit on a shelf,” said Bertrand, “this is something we will use to guide us, these relationships are the primary pillar for the development of this sector.”

The survey was developed with support from a focus group that was composed of individuals from every municipality and from multiple sectors beyond the tourism industry. It is designed to be the voice for all residents in Haliburton

County. “This is an incredibly engaged community,” said Bertrand, “we went through multiple drafts to get to this point, and we really want to hear what the residents have to say.”

The survey is available on the Haliburton County website, and is also posted on the *Minden Times* and *Haliburton Echo* Facebook pages. Paper copies of the survey can be found at all Township Offices, the County of Haliburton Office, and all local libraries. You can also request a copy by contacting the County of Haliburton at 705-286-1333. The deadline for the survey is Sunday, Dec. 18.

Missing person located deceased

The Haliburton Highlands Detachment of the Ontario Provincial Police (OPP) are advising that on Dec. 7, 2022, missing person Joseph McGee (age 89) of Minden Hills Township has been located deceased.

Family members wish to express their heartfelt thanks to the community for

their tireless efforts in the search for Joseph McGee.

The OPP also wish to thank both the community and our media partners for their assistance in this matter.

Submitted by the Haliburton Highlands OPP

Municipal reserves to fund 46.9 per cent of capital projects

from page 1

be determined.

“Preliminary results are anticipating perhaps a very small deficit,” said treasurer Barbara Swannell. “One area of concern is our landfill.”

Landfill contract services is short about \$400,000 because of a larger than anticipated volume of construction and demolition waste. Vendor fees have increased, while tipping fees have been lower than hoped.

“We have a little bit of a storm here,” Swannell said. “Staff are closely watching that.”

She said the town has \$1,762,873 in working funds from which any deficit would be serviced.

Swannell said \$11.7-million of municipal expenditures are funded by taxes. That’s about 54 per cent of the town’s purse. The total municipal budget is a little more than \$20-million, she said.

The provincial government reduced the Ontario Municipal Partnership Funding by \$99,000 for 2023. And Swannell said that represents about a one per cent hit on the levy, or an extra \$225 taken from the finances of each household.

The town’s projected capital projects next year will cost an extra \$2,209,283 over the price tag for work in 2022.

“We’re utilizing more of our municipal reserves to fund some of those capital projects,” Swannell said. “Municipal reserves will fund 46.9 per cent of capital projects.”

Overall expenditures will cost a little more than \$21.5-million in 2023, she said.

Regarding the landfill deficit, it was posited that moisture in the construction and demolition waste gained after the material is brought to the dump. The material is weighed when it arrives at the dump and then it’s weighed again before it leaves the landfill.

“We didn’t take the construction waste out the last two years in the winter,” said Mayor Murray Fearrey. “We get three feet of snow on top of it, then it rains for two days, and we pay by the pound.”

The town pays more in the end because of water weight.

John Watson, the town’s environmental manager, said Dysart managed 26 per cent more construction and demolition waste this year than in 2021. But hauling and processing costs jumped 93 per cent in 2022.

“In 2021, we did 103 transport truck loads for the entire year of construction waste,” Watson said. “This year, we’re already at 132 transport truck loads of construction and demolition waste coming out of our three sites that collect that material.”

Senior management collaborated over the last couple of months to set priorities for each municipal department, she said.

Dan Chumbley, the town’s interim fire chief, earmarked \$133,870 for volunteer wages, including a 1.75 per cent wage increase. The department will need \$36,710 for supplies and equipment, and \$9,200 for equipment annual inspections and repairs. Vehicle maintenance is projected to cost \$31,000 for the year.

Dysart’s fire department has contracted Highlands East firefighters at a cost of \$48,000.

“Highlands East, in particular, covers basically the Harcourt area for us,” Chumbley said. “Just because we would have to travel out through Wilberforce, and our response time would not be acceptable for the protection of our citizens.”

Jeff Iles, the town’s director of planning and land information, outlined a 2023 departmental budget of \$441,005 for a 14.7 per cent increase over the \$384,515 in the 2022 spending plan. That’s an extra \$56,490 for next year.

“The increase basically relates to the full year integration of a staff person that was hired in October,” he said.

Waste Management is projecting to draw \$1.4-million in total revenue in 2023.

Watson said Dysart has the lowest tipping fees at the landfill compared to other Haliburton County municipalities. Given that, tipping fees will be increased to \$20 and an extra \$34,000 will be generated.

Environmental Management asks \$3,252,760 for the next year. That’s comprised of \$780,590 for staff wages and benefits, \$1.5-million for hauling and pro-

cessing waste, \$213,600 for environmental monitoring, and \$719,370 for operating expenses.

Time for Your Opinion TOURISM MATTERS

Residents of Haliburton Highlands, it’s time for your opinion! The tourism department, at the County of Haliburton, is engaging you through its first annual Resident Sentiment Survey (RSS). The goal is to collect resident opinion on the visitor economy to inform decision-making around sustainable and responsible tourism development and managing Haliburton Highlands as a destination.

www.wadein.haliburtoncounty.ca

Survey open December 5 - 18

Paper copies available at: Township offices, County office, Libraries and CanoeFM



#MY Haliburton
HIGHLANDS

Surge in respiratory sickness expected to worsen until January peak: CEO

JAMES MATTHEWS

Local Journalism Initiative Reporter

The Haliburton Highlands Health Service continued to be bludgeoned by an increase in respiratory ailments.

Carolyn Plummer, the CEO and president at the health service, apprised the board of directors of how the region's health resources are faring during the latest surge in respiratory ailments.

The HHHS board of directors met Dec. 8.

The health care system in the whole of Ontario is being hit very hard by a substantial spike in cases of respiratory illnesses. The Triple Threat of respiratory syncytial virus (RSV), influenza, and COVID-19 has created huge pressure on children's hospitals and those that provide pediatric services.

"As these hospitals are forced to take spaces normally meant for adults and convert them to pediatric spaces, it has meant that hospitals like HHHS may be asked to take adult transfers from other areas to help create those spaces," said Carolyn Plummer, the president and CEO at the health service.

All hospitals have also been directed to operate under surge protocols, which means that if HHHS has patients in the Emergency Department needing admission to the hospital, they're required to either hold patients in the emergency room while they wait for a bed or in unconventional spaces not usually used for patient care, she said.

"All of this, including our precarious (health human resources) situation, may impact wait times in our EDs, and our capacity to see people as quickly as we

would normally strive to do," she said.

HHHS has already experienced surges beyond its regular 15 in-patient bed capacity, requiring admissions in the ED and in unconventional spaces. With this spike of cases not expected to peak until January, the situation will likely worsen before it improves.

For this reason, Plummer said, it is incredibly important that everyone takes steps to protect themselves, their family members, friends, and particularly the infants and children in their lives from the spread of illnesses.

She strongly recommended wearing a mask in all indoor public spaces, including childcare and school settings, getting up-to-date on immunizations, including COVID-19 boosters and the flu vaccine, frequent hand washing, and for people to stay home when they are feeling unwell.

"It will be a very challenging winter with these illnesses circulating, but we can all do our part to prevent ourselves and our loved ones from falling ill, and safeguard our health care system capacity," she said.

Plummer informed the board that the Ontario Superior Court of Justice struck down as unconstitutional Bill 124, by which the provincial government limited wage increases for public sector workers including health care workers to one per cent.

The ruling came after groups representing public sector employees challenged the constitutionality of the legislation.

"At this time, it remains to be seen what the impact of this decision will be and how the government will respond," she said.

The province released in mid-November its economic outlook and fiscal

review.

It provided an update on the state of Ontario's economy, forecasts for the near term, and a new set of initiatives to support small businesses, tackle the labour shortage, and keep costs down for Ontarians.

"While health care was a strong focus of the budget, the update did not include any noteworthy changes in program expenses for health care in the current year or in the next two years," Plummer

said.

Highland Wood Long-Term Care Home recently experienced a COVID-19 outbreak. There were a total of two residents who tested positive during the outbreak.

"It is a testament to the hard work and diligence of our staff, as well as the understanding and cooperation of residents and their family members, that this outbreak was brought to a swift end," she said.

It lasted only about a month.



Christmas Concert returns

Glen Carter conducts the Highlands Wind Symphony during their concert with the Highlands Swing Band 2022 Christmas Concert held at Lakeside Baptist Church on Sunday, Dec. 11. The concert was the first in three years, and all proceeds raised at the concert will be donated to Haliburton County food banks. /Submitted by Brad Brown

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YWCA is here to help

EMILY STONEHOUSE

Staff Reporter

While the holidays can be a festive time for some, they can also be a dangerous time for others. "There is a spike around the holidays in violence," said Darlene Smith-Harrison, director of client services for YWCA Peterborough and Haliburton. "Many women try to just get through Christmas at home with the kids, and then right after, they may try to leave."

In 2021, there were 127,082 victims of violence committed by spouses or family members across Canada, with 173 women killed in acts of domestic abuse. This is the fifth year that these numbers are steadily increasing across the country.

In Haliburton County, the YWCA is dedicated to creating spaces and support for women who are fleeing these dangerous situations. "In rural communities, we recognize that many of the issues are more compounded," said Smith-Harrison. "It is so much more isolating, there could be longer response times from police based on location, there is no public transportation, and a lack of connectivity."

The YWCA offers Haliburton Emergency Rural Safe-space (HERS), which are a series of designated apartments where a woman and her children can stay while they distance themselves from domestic violence. Since HERS opened up in 2006, there have been over 10,000 bed nights utilized. Between Apr. 1, 2021 to Mar. 31, 2022, HERS has housed eight women and eight children, with an average stay of 66 days.

While the safe space exists, Smith-Harrison notes that the process of leaving an abusive relationship is not always linear. "Leaving a relationship is a process and on average, women leave seven times. It can also be one of the most dangerous times. Women don't have to do this alone," she said.

Beyond offering a safe space for women and children to temporarily reside, the YWCA also offers practical support; such as safety planning, information about

healthy relationships, connections to local services, and court support. All services are completely free and confidential.

Rural domestic abuse is often harder to identify, as there are weighted factors, such as distant neighbours, or the concern about reputation in a small town. Yet, Smith-Harrison noted that this year, all four lower-tier municipalities in Haliburton County flew the Wrapped in Courage flags at their township sites, raising awareness for gender-based violence.

Over the holiday season, the YWCA is running a donation-matching program, meaning that any donation that is made, will be matched by an anonymous donor.

They are also seeking donations of gift cards that women and mothers can use over the holiday season if they are in a situation that requires support.

Domestic violence can come in the form of physical, emotional, or psychological, so if you feel unsafe, please reach out for help. You are never alone.

If you or someone you know is seeking any of the services from the YWCA, you can contact the centre at 705-286-6442 or 1-800-461-7656. HERS is located in Haliburton County, and can be accessed by calling the centre. For more information, you can visit www.ywcahaliburton.org.



Shopping night fun

Friends were on their second round of shopping after taking one load to the car on Ladies' Shopping Night in Haliburton on Thursday, Dec. 8. The event featured a warming station, Christmas carolers, in-store sales, and a giveaway at the end of the night. From left, Connie Walker, Marielle Sykes, and Linda Leece are all smiles while shopping in Lockside Trading Co. /VIVIAN COLLINGS Staff



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Forever in our memories: Creighton Feir

Rallying together

A COUPLE OF weeks ago, I wrote about “the elephant in the county” in an editorial. The elephant is poverty, homelessness.

I was very discouraged at the time. My coworker, James Matthews, also wrote his editorial about poverty last week.

I know that he was disheartened, too.

He highlighted the stark number of first-time visitors to food banks this year. People who have full time jobs. Working families who have to choose between buying gas for their car to get to work and food for dinner.

How could we be blindly go about our days, attending other events, shopping for pleasure, and comfortably watching TV at home while a quarter of our local kids have empty bellies?

I regrettably felt a bit of resentment for our community that I love so much.

I also felt pretty ashamed, myself. I was generalizing; how could we selfishly ignore others in need? How could we all be allowing things like that to happen right in front of us?

I thought that people in the community weren’t there for each other.

That bitterness has been cut in the past few weeks with so many acts of generosity.

Wow, do we ever know how to step up and give during this season that can be tough for so many.

There’s no way to possibly recognize each person, organization, or family that has given something to help others so far this month.

I may even go so far as to say that everyone has given something to make another’s day a little brighter.

Over \$33,000 was raised for Heat Bank Haliburton County at their recent fundraiser, and volunteers just helped stack firewood this past Sunday. Similarly, \$33,000 was raised at this year’s Highlands Christmas

Shindig for Fuel for Warmth. I can only imagine how many families this money will help keep warm this winter.

The Haliburton Highlands OPP auxiliary just held their Fill a Cruiser program where they were stationed at local grocery stores to fill up police vehicles with food to donate to our food banks.

The Dysart Fire Department collected toys at Todd’s Independent this past Saturday to give to local children and food to donate to the food bank. They filled one of their fire trucks.

Laughter filled Royal Canadian Legion Branch 129 and the AJ LaRue Arena during Haliburton Rotary’s annual Christmas and Skating Party

on Dec. 2. They gave away free turkeys, gift bags for kids, and a pizza dinner. Joy was given to kids who got to visit Santa during the occasion.

The Highlands Wind Symphony and Highlands Swing Band held their first concert in three years last Sunday. They filled Lakeside Baptist Church with music and proceeds from the concert will be donated to Haliburton

County food banks.

The community gave the gift of support in a different way to the families and friends of both Curry Bishop and Mike Iles during their memorials.

Wendy Iles said about 450 people went through the firehall to see her and her family. 450 shoulders to lean on. That makes my eyes water.

As Emily Stonehouse said in her last *County Life* editorial, we can all do something to add some light to someone else’s life, whether it be monetary donations, donations of time, kind words, or a listening ear.

Big problems will not be changed in one holiday season, but everything is made easier when we’re in it together.

I think we’re all very aware of our community’s need for help. Let’s keep up that awareness.



vivian collings

Editorial



A snowy Sunday in West Guilford.

by David Zilstra

When the spirit moves

HE REALLY didn’t want to be there. After a full day of trying to find gifts for folks who already had everything, the last place George wanted to be was around more people. However, his cousin had asked if they could try out the new restaurant and so, being the out-of-town guest, he got to have his way.

The place was packed. For a little village, George wondered where all the people came from. The glow of holiday decorations, with plenty of red and silver in evidence, made the atmosphere festive and George couldn’t help but begin to feel better. This wasn’t so bad after all, he thought.

Excitement was in the air. It was the night of the Santa Claus parade, and there was a definite buzz circulating in the dining room. George had forgotten about the parade and wasn’t particularly interested in it anyway. Those days of kids tugging, feet freezing and crowds crowding, were long gone. For him, the holiday season was more about a break in his busy routine and all the Christmas goodies he could get his hands on. Fortunately his cousin had come with a large tin of shortbread and sugar cookies complete with a festive bow. So there were some compensations to this hectic and over-commercialized time of year, he thought.

It wasn’t that George was a Scrooge. He had many wonderful memories of his Christmases past. The lit tree in his childhood living room with presents overflowing across the rug. His own children, sneaking candies before supper and hanging up their stockings with hopeful anticipation.

But as he grew older, he began to look at the season with different eyes. The sales that began a day after Halloween. The horror in other parts of the world while here at home children drew up long lists of toys they simply had to have. And the other children in his own home town for whom Christmas was another reminder of all the things they would not be getting on Dec. 25.

George tried to put the negative

thoughts out of his mind. After all, he was sitting with his favourite cousin in warm and pleasant surroundings. Any minute an abundance of food, served up with a smile and a flourish, would arrive at their table.

And it did. As they ate, the two cousins talked about the upcoming season. Who would be visiting whom? Weather predictions for all that driving. And especially stories of long ago holidays with family members now gone but not forgotten.

They looked out the restaurant window and saw the gathering crowds. Are we staying for the parade, his cousin wanted to know. George replied, he hadn’t counted on it, but they may have no choice since streets were closed to traffic in preparation for the big event.

After finishing their meal and paying the bill, the two men emerged outside to a scene of people hurrying to stake out a spot along the parade route. Just as George was figuring out how they might manoeuvre their way back to his house, shouts of, “It’s started” rippled through the crowded sidewalk. The decision was made for them. They were not going anywhere.

As the first marchers appeared, George felt a change come over him. A hint of excitement or at least an upbeat feeling was taking hold. Around him were people of all ages but especially children. The youngest ones were the most evident, eyes shining as they tried to catch a glimpse from a grown up’s shoulder or hanging tightly onto a large gloved hand. But there were also young people who were, just for now, not worried about looking hip as they strained to see what was headed their way.

The air was filled with music, costumed marchers and floats glowing with lights in the crisp air. It seemed the whole village had come out for the parade. As he took in the scene, George was glad he had been forced to stay on the sidewalk and witness the joy.

Down



sharon lynch

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points of view

Hackers

LAST WEEK, my buddy Tom called and said he had a free day and was looking for something to do.

So, I looked at my day timer – or what Jenn refers to as my blank page – and said, “I’ve got nothing going today either. Why don’t you come over?”

Tom considered the idea and then asked, “What’ll we do?”

I replied, “I don’t know. We can hack around.”

“Great! I’ll be there in an hour,” he said.

When we hung up, Jenn was right there. And she said, “Did I hear Tom is coming over?”

I nodded.

To which she asked, “That’s nice, what are you going to do?”

“Just hack around,” I said, with a smile.

She looked at me quizzically.

It was then that I realized that hacking around – something that was a very popular pastime with kids of

my generation – was almost unknown to people of Jenn’s.

“You’ve never hacked around, have you?” I said sympathetically.

“What is hacking around?” she asked.

It was worse than I thought.

For those too young to have lived in the golden age of hacking around, permit me to explain.

Hacking around was something perfected by the grade school kids of my era, who managed to survive our summer vacations without the assistance of computers, the Internet, summer camps,

or video games. At its most basic, it consisted of meeting at a designated place. Once there, you would walk down the street and kick cans or stones or peel hot gum off the sidewalk with the popsicle stick you found. Of course, we didn’t collect hot gum off the sidewalk for frivolous reasons or as a public service. We were not idiots.

No, we kept it just in case a truth or dare game broke out later, because there was no better dare than “I dare you to chew this used gum.”

That was your run of the mill hacking around in a nutshell. On really good days, you might discover a squashed frog or dried out worm on the road, which would obviously elevate your hacking to the next level – and generally ensure that you were going to win any truth or dare game that broke out that day.

Hacking around was easy summer. But come winter, you often had to take hacking around inside after a while, which made finding flattened frogs or worms all the more difficult, though not impossible, if you owned a good dog.

The good news is the day my buddy came over, there was no snow and a lot of pebbles and stones on the road, so we had a pretty good time hacking around. Tom even noticed on his drive in that there was a flattened squirrel around corner from my place, so we hacked around until we got there, but we let it be because we were both pretty sure that too close to lunch to play truth or dare. So, we hacked around back to my place and then went to town to get some food.

Did I mention that you work up a real appetite hacking around?

During lunch we both agreed we had hacked around pretty good for a couple of old timers. And Tom even went on to say that I was the best hacker he knew.

And though I was honored to hear it, that got us a lot of dirty looks from the folks at the next table in the restaurant.

I’m guessing they were never that good at truth or dare.



steve
galea

Loon Tales



pic of the past

Haliburton’s William Gorrie (1889-1961) laughed at the camera after taking a tumble on his snowshoes. He appears to be clutching a snowball to throw at the photographer, who caught him in this embarrassing moment. He likely did not throw the missile because the photographer was his father, Haliburton merchant Daniel Gorrie. Photographed on a snowshoe outing around 1910. /Submitted by the Haliburton Highlands Museum

A thank you letter to the Haliburton community

As many of you know, our home was destroyed by fire on Nov. 27. This past week has been very surreal. All the familiar is gone, all the mementos and family treasures. Because the fire occurred at midday, thankfully we were able to get out safely and our cat Spider happened to be in the woods chasing something or other.

We wanted to take this opportunity to thank the 19 firefighters along with their interim chief Dan Chumbley who came to our home and who spent hours putting out the fire. When I saw our propane tanks afterward, it brought home the dangers our first responders face in their volunteer work. We cannot thank you enough for the work you do every day in our community.

We thank our neighbours, Trevor and Susan Tomlinson, Tom and Eleanor Emmerson, and Dave Sikkema and Keli Schmidt for all they did that day to keep us warm and calm. During the next few days, we had to purchase clothing, footwear, and toiletries. We send a huge thank you out to Clay and Amy Glecoff, owners of Glecoffs Family Store, Laurie Bonfield of Country Pickin’s, Kelly and Gary of Rexall, Doug Brown and Floyd Hall for providing a Christmas tree with ornaments, Norm Barry, the Haliburton and District

Lions Club, Laura Smith at the *Haliburton Echo*, and the SIRCH Thrift Warehouse for their support during this time. Our friends and family continue to send care packages, offer places to stay, and provide many necessities. We also owe a huge debt of gratitude to Century 21 Granite Realty Group Inc. in Haliburton, not only for their support but also for the food that continues to show up at our doorstep daily. Everyone’s favorite recipes are now ours as well.

Our biggest thank you goes to Liz Jessemann of West Guilford. We now reside with Liz until our home is rebuilt, and we cannot thank Liz enough for taking us in at this time of year. My personal biggest thank you is to my partner, Deb Reed, who keeps me calm every day when it just seems too much to bear.

The rebuild will be a long and slow process, but the love and support we have felt and continue to feel from this community helps us put one foot in front of the other each day. We will never forget the incredible support you have all given us. From the bottom of our hearts, thank you.

Dagmar Boettcher and Deborah Reed

Thank you, everyone

We would like to express our immense gratitude for your support after the passing of Mike Iles. Thank you for your sympathy, meals, flowers, cards, text messages, donations, flags lowered to half-mast, and love during this difficult time.

We treasure every story you have shared with us about the impact Mike had on your lives. I wish we could thank each of you individually, but we have been overwhelmed by the outpouring of support from this amazing community.

So, we ask that you please accept this thank you and know that we are grateful for your condolences. A special thank you to Dr. Bottum for the care given to Mike, and to Gordon Monk Funeral Home for going above and beyond. Barry, we truly appreciate the “final tour” you took Mike on past the Firehall and Curry’s.

Wendy, Tessa, and Chris Iles

Hooray for opening day

Snow was blowing on the Kingston run at Sir Sam’s Ski and Bike on their opening day on Saturday, Dec. 10. With a 30 centimetre base, Cash Register and Easy Street were open for skiers and boarders to enjoy with 40 per cent off lift tickets which will carry in to this Saturday, Dec. 17 and Sunday, Dec. 18. For more information, visit sirsams.com. /Submitted by Dan Collings



Above, Hayden Ide warms up with some hot chocolate after hitting the slopes of Sir Sam’s Ski and Ride in Eagle Lake on the opening weekend on Saturday, Dec. 10 and Sunday, Dec. 11. /Submitted by Larissa Ide

Skiers and boarders had perfect conditions for the very first ride of the season at Sir Sam’s Ski and Bike on Saturday, Dec. 10. With a 30 centimetre base. /Submitted by Dan Collings

2023 PERFORMANCES

HIGHLANDS
OPERA
STUDIO

VALERIE KUINKA
General & Co-Artistic Director

‘Mishaabooz’s Realm | The Elixir of Love’

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REDUCED Holiday Pricing

RICHARD MARGISON
Artistic Director



COMMUNITY PAY-WHAT-YOU-CAN EVENT

WHY CHOOSE OPERA?

July 31st | 7:30-8:45pm | Abbey Gardens Performance Tent
2023 participants perform their personal favourite music

MUSIC ON THE WATER

August 12th | 6:00-7:00pm | Location TBA
Launch your boat on a lake TBD in Haliburton County for a beach concert of opera, musical theatre, and pop music!
WANT IT TO BE YOUR LAKE? CONTACT US!
info@highlandsoperastudio.com

CASUAL SONG SOIRÉE

August 14th | 7:30-8:45pm | St. George’s Anglican

CONCERTS

FROM OPERA TO BROADWAY

August 3rd | 7:30-9:30pm | St. George’s Anglican
Favourite solos and ensembles from opera and musical theatre!

CELEBRATIONS!

August 5th | 7:30-9:30pm | St. George’s Anglican
Celebrate important musical anniversaries and achievements, past and present.

POP GOES THE OPERA

August 9th | 7:30-9:30pm | St. George’s Anglican
Great operatic selections, including music of Giuseppe Verdi on the 210th anniversary of his birth.

HOMECOMING: HOS ALUMNI

August 21th | 7:30-9:00pm | St. George’s Anglican
Join us for an evening of reminiscence and great singing by guest HOS Alumni!



REDUCED Holiday Pricing until

VIP SEASON PASS \$180 | SEASON PASS \$75

YOUTH PASS \$15

MASTERCLASS \$10 | CONCERTS \$25 | OPERAS \$30

MASERCLASSES

RICHARD MARGISON MASTERCLASSES

July 27th - 29th | 7:30-9:00pm

St. George’s Anglican Church

Hear the 2023 HOS professional singers sing for our Artistic Director & Master Voice Teacher, Richard Margison, O.C. and listen in on what makes great singing even better!

OPERAS

MISHAABOOZ’S REALM

August 17th & 19th | 7:30-9:30pm | NLPAP, Haliburton

Experience this powerful & moving work COMMISSIONED by HOS in 2017 and WRITTEN in HALIBURTON COUNTY! (Running time includes 1 pause and post-performance chat with creators/performers) Supported in its original creation by



‘L’ELISIR D’AMORE’ (THE ELIXIR OF LOVE)

BY GAETANO DONIZETTI

August 24th, 26th-28th | various times | NLPAP, Haliburton

One of the best loved – and most-regularly performed – of all Donizetti’s operas, this two-act romantic comedy follows the fortunes of poor villager Nemorino who is in love with wealthy, beautiful heiress Adina. A hilarious sit-com for all ages! (Running time includes one intermission)

Heat Bank hits \$33,000 at annual fundraiser

EMILY STONEHOUSE

Staff Reporter

Heat Bank Haliburton County has officially raised over \$33,000 at their annual fundraising event, held at Rhubarb Restaurant on Nov. 27. "We know everyone's budgets have been so stretched lately with the rising costs," said Tina Jackson, the executive director of the Central Food Network (CFN) and the co-founder of Heat Bank Haliburton County, "we are blown away by the kindness."

This amount is the highest the fundraiser has ever produced, and was accomplished through an online auction and an in-person evening. Jackson said she saw support from businesses all over the county. "I think the message was clearer this year," she said. "We are all experiencing this more challenging time together."

The fundraiser sets the stage for how and where Heat Bank Haliburton County can assist in the coming year. It is their largest intake of donations, with the rest of the year being supported by private donations. "The fundraiser largely covers the costs for our intake staff, who are the first point of contact for anyone reaching out needing assistance," said Jackson. "It also covers grants we can offer people for fuel, as well as purchasing firewood when needed."

Jackson noted that while this was a hugely successful fundraiser, with local businesses such as Budget Propane contributing \$6000 to the cause, energy poverty runs rampant year-round. "This is just the tip of the ice-



Heat Bank Haliburton County raised over \$33,000 during their annual fundraiser. Donations were made leading up to the event via an online auction, and during the evening on Nov. 27 at Rhubarb Restaurant. /Photo submitted

berg for energy affordability," she said. With the rising costs of fuel, food, and basic needs, the need for support is higher than ever.

Visibility for the cause is a tangible by-product of the fundraiser, and the holiday season is the busiest time for volunteers to get involved, noted Jackson. There is currently a need for assistance with splitting and delivering

firewood, resource support, and assistance with taxes. If you would like to get involved, visit Heat Bank Haliburton County on Facebook, or call 705-306-0565.

Jackson said she will use the momentum of the fundraiser to propel the cause further into the community.



Sparking holiday joy

Members of the Dysart Fire Department filled the back of one of their trucks with non-perishable food for the local food banks and toys to be given to local children in the community donated by generous shoppers at Todd's Independent in Haliburton on Saturday, Dec. 10. /VIVIAN COLLINGS Staff

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A community following Jesus

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Christmas celebrations in person or online.

Christmas Lessons and Carols
December 18th at 10:30am

Christmas Eve Service
December 24th at 7:00pm, (carol singing at 6:45pm)

Christmas Morning Service
December 25th at 10:30am

All services are available on
YouTube (search Haliburton Anglican)
Or by visiting
www.haliburtonanglican.org

Celebrate Christ's birth with us!
All are welcome
St. George's - 617 Mountain Street, Haliburton

Sparkling the stage

In the Land of Snow, snowflakes and unicorns sparkled on the stage during Heritage Ballet’s dress rehearsal of *The Nutcracker* on Friday, Dec. 9. /VIVIAN COLLINGS Staff



Marie, played by Chloe Morissette, sadly looks at her nutcracker after it returns to a toy at the ending of the performance.



The *Sugar Plum Fairy* was played by Alyssa Morissette, who smiles during Heritage Ballet’s dress rehearsal performance.



Pas de Casse Noisette is danced by Alyssa Morissette, Lily Manning, Michaela McCready-DeBruin, Avrey Bullock, Maddy Walker, and Sophie Longo.



Avery Bullock leads Avonley Bullock, Skyla Pettes, Gavin Suke, and Wesley Bramham in the *Chinese Tea Dance*.



From left, Alexis Dacey as a dragonfly, Lily Manning as a dewdrop, and Maddy Walker as a bumblebee lead the *Waltz of the Flowers* dance.

Monaghan named Blues Booster of the Year

VIVIAN COLLINGS

Editor

The blues is more than a music genre for Patrick Monaghan, and his Canoe FM program is more than just a hobby.

"It's been my purpose in life since I got sick," Monaghan said. "It continues to be my purpose in life."

His dedication to his program, the Buckslide Blues Cruise, was recently recognized by the Toronto Blues Society when they named him the Blues Booster of the Year.

"My initial reaction was surprise, joy. It meant that somebody's listening," Monaghan laughed.

"I was told later that it was a unanimous decision by the board."

This is Monaghan's first award from the Toronto Blues Society, but he has won previous awards for his Buckslide Blues Cruise program from the National Campus Radio Association.

"This was a real surprise. I feel very honoured to be chosen for this award."

Monaghan was diagnosed with pancreatic cancer four years ago and continues to undergo treatment.

"A big challenge has been dodging between Chemo treatments and CAT scans which take up so much of my time."

He said all of his treatment takes up about three days of his time each week. Despite that, he spends about 10 hours preparing for his two hour program.

"I dedicate as much time as I'm able. I research more than I need to because I get caught up in it and will just keep reading and reading."

To him, it's not work at all. He sees it as a way to share his passion with others.

"The radio show gives me a purpose in life and gives me a reason to get up and get out of the house," he said.

Canoe FM's manager Roxanne Casey said everyone at the station is so excited to see Monaghan's work be recognized once again.

"This award is so well deserved," Casey said. "Patrick lives and breathes the Blues, and he promotes both the Blues and Canoe FM wherever he goes."

Monaghan will be attending Maple Blues Awards Gala in Toronto on Jan. 30, 2023 to receive his award.

Monaghan is also the president of the Highlands Buckslide Blues Society (HBBS) and one of its founding members.

"We want to bring blues to the community, and two of the spots we noticed that could really use some help were the youth in this area and seniors," Monaghan said.

HBBS is working on their Music Revival Project which will bring music to local senior residences in the county.

In the spring, they also hosted their Road to Kitchener Bluesfest Camp Contest for youth. It provided the opportunity for two local teens to travel to Kitchener and perform at the Bluesfest this past summer.

The idea to host a contest for local youth was Monaghan's.

"They did very well down there," he said. "We hope to be able to send them again."

Tune in to Buckslide Blues Cruise on 100.9 Canoe FM on Tuesdays from 7 p.m. to 9 p.m. to go on a cruise through some great blues.



Patrick Monaghan, host of the Buckslide Blues Cruise program on Canoe FM, was recently selected as the Blues Booster of the Year by the Toronto Blues Society. /Submitted

"I see his win as a testament to what volunteers at Canoe or any organization can accomplish if they really set their mind to it," Casey said.

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DRAW WILL TAKE PLACE AT THE MOOSE FM STATION IN HALIBURTON AT NOON ON DECEMBER 24, 2022.
WINNER WILL BE NOTIFIED BY PHONE.

Contest open to all legal residents of Ontario. Adult prize winner(s) must be 19 years of age or older. Grand prize winner receives a Total of \$1500.00 (One thousand Five hundred dollars) in gift certificate from any Haliburton B.I.A member. Gift Certificate(s) can be one in the full amount of \$1500, or multiple denominations of no less than \$100. The Grand prize total is not to exceed \$1500. Ballots must be received by authorized Haliburton BIA merchant. Prize must be accepted as awarded and may not be substituted or converted to cash.

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Breakfast with bunnies and Santa

Santa holds a rabbit during Breakfast with Santa hosted by Camp Wanakita on Saturday, Dec. 10. The free event featured a buffet breakfast, photos with santa, face painting, crafts, games, and animals from Zoo to You. /TIM YANO Special to the Echo



A warm fire was kept going during Breakfast with Santa hosted by Camp Wanakita.

PUBLIC NOTICE

PROPOSED ROGERS
90 METRE WIRELESS TELECOMMUNICATIONS
GUYED TOWER INSTALLATION

PROPOSAL:

Rogers is proposing an antenna system on the south end of the property at 6415 Haliburton Lake Rd., which consists of the following: a 90m guyed tower and equipment shelter in a fenced compound, located approximately 700m north of Haliburton Lake Road. Once completed the antenna system will measure 90m height.

Rogers invites you, by **5pm January 16th 2023**, to provide by phone, mail, or email your comments, and/or request to be informed of the Township's position on the proposed antenna system. Rogers will host a virtual open house on January 12th, 2023 at 3pm, where members of the public can learn more about this proposal, ask questions, and/or provide comments. Please email eric.belchamber@rogers.com to register for the meeting.

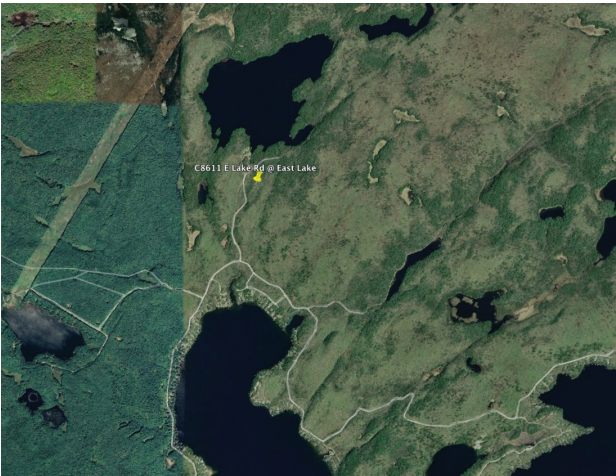
Rogers will respond to all reasonable and relevant concerns, and the Township will be taking into account comments from the public and Rogers' response to each when providing its position to the proponent and Innovation, Science and Economic Development Canada.

Innovation, Science and Economic Development Canada is responsible for the approval of this antenna system and requires that we review this proposal with the local municipality. After reviewing this proposal, the Township of Dysart et al will provide its position to Innovation, Science and Economic Development Canada and to Rogers.

Contact information:

Proposed Wireless Communications Installation
Reference: C8611 East Lake Rd. @ East Lake

Eric Belchamber
On behalf of Rogers Communications Inc.
337 Autumnfield St
Kanata, Ontario K2M 0J6
(613) 220-5970
eric.belchamber@rogers.com



Children are shown a chinchilla during Breakfast with Santa.



Andy Gruppe, senior regional manager of YMCA stands with Tony the Tiger and Santa Claus Wanakita.



C21 HOLIDAY FUNDRAISER

We will be holding a draw for a chance to win a \$250 gift card towards a local business of your choice!

To enter the draw we are asking for donations to the Haliburton Highlands Health Services Foundation - Meals on Wheels Program. HHHS provided an additional 933 meals for seniors in need, and over 282 trips for medically-required transportation in 2021/2022. Your donations will help provide meals for seniors, adults with disabilities, new mothers, and many more in our community. Every \$10 gets you 1 entry into the draw.



Accepting Donations Through

**Nov 28, 2022-
Dec 21, 2022**

Drop-Off For Cash Donations

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Minden Office:

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Bring on the snow

The sign is up and the Haliburton BIA, Haliburton County Snowmobile Association, and Municipality of Dysart are eager to welcome sledders to the Head Lake snowmobile parking lot for the 2022/2023 season. David Zilstra from the BIA and Alyssa Sisson, tourism and recreation assistant for the Municipality of Dysart, put up the welcome sign on Monday, Dec. 5. /VIVIAN COLLINGS Staff

Crossword brought to you by

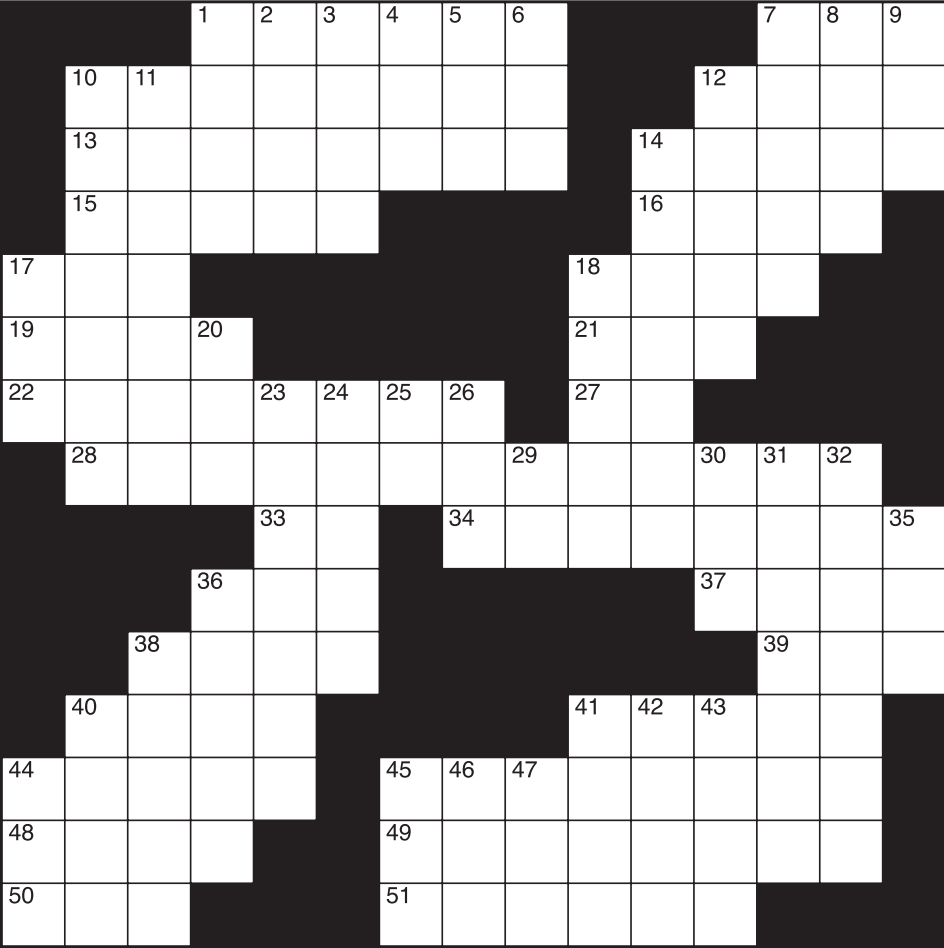
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- CLUES ACROSS

 - 1. Respiratory disorder
 - 7. Bulgarian mountain peak
 - 10. Group of important people
 - 12. South American nation
 - 13. Amazes
 - 14. __-Castell, makers of pens
 - 15. Perlman and Seehorn are two
 - 16. Early medieval alphabet
 - 17. Legislator (slang)
 - 18. Tasty crustacean
 - 19. Course of action
 - 21. Airborne (abbr.)
 - 22. Permanent church appointment
 - 27. Larry and Curly's pal
 - 28. Famed American journalist
 - 33. 12th letter of Greek alphabet
 - 34. In a way, vanished
 - 36. Afflict in mind or body
 - 37. Egyptian Sun god
 - 38. Source of the Blue Nile
 - 39. Egyptian unit of weight
 - 40. Be the source of pain
 - 41. Esteemed award __ d'Or
 - 44. Partner to pains
 - 45. Deep blue
 - 48. No longer living
 - 49. Country in the UK
 - 50. Not even
 - 51. Arizona city

CLUES DOWN

 - 1. Wager
 - 2. Classical portico
 - 3. As a result
- 4. Bird
 - 5. A type of "Squad"
 - 6. Autonomic nervous system
 - 7. Dish with food on a stick
 - 8. City northwest of Provo
 - 9. C. European river
 - 10. One out of jail
 - 11. Henry Clay estate
 - 12. Heathen
 - 14. Refrained
 - 17. Parts per billion (abbr.)
 - 18. "The Stranger" author
 - 20. Not old
 - 23. Periods of starvation
 - 24. Language of tribe in India
 - 25. Savings account
 - 26. Pitching stat
 - 29. Megabyte
 - 30. Ribonucleic acid
 - 31. A place to put your feet
 - 32. The fun part of a week
 - 35. We all have our own
 - 36. Partner to "oohed"
 - 38. African nation
 - 40. Breezed through
 - 41. Sets out
 - 42. Other
 - 43. Not fattening
 - 44. "Much __ about nothing"
 - 45. Central Time
 - 46. Former EU monetary unit
 - 47. Charles S. Dutton sitcom
- Answers on page 13



Christmas blessings

community news
west guilford
Eleanor Cooper
754-2278

Hard to believe, but the Christmas cards are actually all written and mostly mailed. Company has begun to drop in for tea, not in numbers but one or two at a time. This year, others have brought their baking or other delectables to me so with my own goodies there is a nice variety for visitors to choose from.

The advent candles have been lit Sunday by Sunday, so that brings its own light and delight to add to the season's

decoration and celebration. Outside, the celestial light brought its own wonder with the added attraction of the ring around the moon. From the mind of whose knowledge far exceeds mine I am told that the ring is caused by ice particles far above.

To get down to earth again, my tree again this year is the ceramic one so beautifully made and supplied for me the year before Earl died. I am grateful not to have to arrange for the outdoor kind with all that used to involve. I must be getting old. To one and all of my readers, may your yuletide be happy and the New Year bring you an abundance of blessings and dreams come true. May you be filled with joy and peace as you participate in your choice of Christmas services on or around Christmas day.



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vs Toronto Patriots

Friday, Dec. 30 @ 7 p.m.
vs Mississauga Chargers

Saturday, Dec. 31 @ 2 p.m.
vs Aurora Tigers

For more more information please visit our website

HHSS art students present Forgotten

VIVIAN COLLINGS

Editor

Haliburton Highlands Secondary School Grade 12 art students started with one word, and ended with an art exhibition.

Forgotten is the name of this year's HHSS student art exhibition at Rails End Gallery.

The art class puts on an exhibit each year, but it was put on pause for the last two years due to the COVID-19 pandemic.

"It's really nice to be able to do this because we haven't been able to do these things in the last couple of years," said their teacher, Karen Gervais. "I think students have a lot to say, and to have their voice shared with the community and make their work visible is really important to sharing that expression."

Gervais remarked that the students learned art online for the past two years.

"It's wonderful to be back here in person and have the opportunity to share our work," Gervais said.

Grade 12 student Colleen Petric enjoyed the newness of putting together an exhibit from concept to finish.

She said many of the students used different mediums, which created a variety among the pieces.

"There's watercolour, acrylic, charcoal, there's a sculpture, lots of us used different mediums. We enjoyed putting together the exhibit and having a new experience," Colleen said.

To come up with the theme, Forgotten,



Haliburton Highlands Secondary School Grade 12 students present to a crowd about their art pieces for their show, Forgotten, at Rails End Gallery. /VIVIAN COLLINGS Staff

students were asked to come up with ten images that inspired them in some way.

"We played some collaborative games with responding to each other's images," Gervais said.

During that process, they wrote down and explored words and themes related

to the images.

"We had seen a lot of images with nostalgia or that were vintage or in states of decay, so it seemed to be a really suiting word for the title of our exhibition," Gervais said.

The exhibit at Rails End Gallery in Hali-

burton runs until Dec. 17. Visit railsend-gallery.com/f/forgotten to read the artist statements from each student.

"This is a huge accomplishment for these artists that really challenged themselves," Gervais said.

CROSSWORD ANSWERS

			N	O	S	C	U	T			D	D	O		
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M	O	K					A	M	H	T	S	A			



Proud graduates

Trainees of the SIRCH Community Services Basics of Carpentry program graduated from the program on Wednesday, Dec. 7 and proudly stand outside the bunkie they built which will be up for auction in the spring. The free 12 week program is offered by SIRCH in partnership with Employment Ontario, Fleming Employment Services, and the Ontario Trillium Foundation and is a gateway into the carpentry trade. For more information about SIRCH's training programs, contact SIRCH training coordinator Dianne Woodcock dianne_woodcock@sirch.on.ca. /VIVIAN COLLINGS Staff

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WDB Workforce Development Board

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This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.



Haliburton Highlands
CHAMBER of COMMERCE

www.haliburtonchamber.com

The Haliburton Highlands Chamber of Commerce congratulates all of the nominees and winners of this year's Business & Community Achievement Awards. We would like to recognize the sponsors we worked with who made the awards possible, our Title Sponsor Heat-Line Freeze Protection Systems, and our Evening Sponsor Haliburton Chrysler.

Another special thank you to our Decor sponsor ACM Designs and all of the Award Sponsors; The Highlander, Nation Wong Photography, Canoe FM, Haliburton County Development Corporation, Total Site Services, The Gaudette Family, and Fleming CREW Employment Center. Thank you to Andrea Hagarty and the Bonnie View team for their exceptional Hospitality and to local musicians Nick and Benton for their acoustic contribution to the evening.

We would like to wish all our Chamber Members and fellow community members a safe and happy holiday season.

 @HHCOFC  Haliburton Highlands Chamber of Commerce

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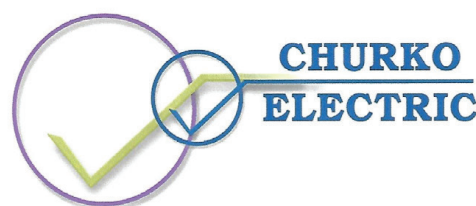
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ACUTE CARE NURSE PRACTITIONER

POSITION DESCRIPTION:

Reporting directly to the Chief Nurse Executive and with a matrix report to the Clinical Manager, Acute Care and ED, the Acute Care Nurse Practitioner (NP) is a registered nurse in the extended class who holds a Master's degree

in Nursing with expertise in one or more clinical nursing specialties. In keeping with Haliburton Highlands Health Services (HHHS) mission, vision, and values, the NP is responsible for working together with the interprofessional team toward development, implementation, and evaluation of patient plans of care, and uses advanced knowledge, skill, and judgment in providing care and solutions for complex health-care issues for a specified patient population. In this role the NP works in collaboration with the MRP to provide comprehensive care to our acute medical inpatient population. The NP participates in the on call rotation with hospitalist back up support.

The NP utilizes a holistic approach that is grounded in evidence with an emphasis on health promotion and illness/injury prevention. The role includes direct comprehensive patient care including advanced assessment, diagnosing, prescribing, ordering, and interpreting lab, radiology, and ultrasound tests as per defined regulations and legislated scope of practice.

In addition to direct clinical care, the NP plays a leading role in the development and implementation of applicable clinical guidelines and protocols, promotes the use of research and evidence-based practice, provides expert support and consultation, and facilitates system change. The NP is committed to lifelong learning and is committed to promoting, leading, and contributing to the learning of others.

QUALIFICATIONS:

- Master's Degree in Nursing required
- Registration with the College of Nurses of Ontario in the Extended Class (RN(EC))
- NP adult preferred, or a combination of Primary Health Care Nurse Practitioner Certificate and previous relevant hospital experience
- Minimum three years' experience.
- Gerontology Nursing Certificate GNC(C) preferred
- Emergency experience an asset
- Relevant professional and specialty organization membership(s) (e.g., RNAO/NPAO) preferred
- Current Basic Cardiac Life Support (BCLS) Certification
- Demonstrates behaviors consistent with HHHS core values
- Demonstrated critical thinking and decision-making skills
- Excellent assessment, planning, organizational, problem solving, communication, teaching, time management and evaluation skills
- Excellent verbal and written communication skills
- Excellent interpersonal skills and ability to work effectively with patients, families, and all members of the interprofessional team
- Accomplished change agent
- Enhanced patient-centered care practices
- Teaching experience in classroom and clinical settings.
- Demonstrates understanding of, compliance with, and commitment to patient safety responsibilities and corresponding hospital plans, policies and procedures, to ensure a healthy and safe work environment

SUBMIT COVER LETTER AND RESUME TO: Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER: 2022-96

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation due to a disability. Information received relating to accommodation needs of applicants will be addressed confidentially.



Vice President, Clinical and Community Programs and Chief Nurse Executive Haliburton Highlands Health Services

The VP/CNE is an innovative, strategic leader who plays a key role in guiding the organization in a collaborative, accountable, and aligned quality-focused culture. Committed to shared decision-making, the VP/CNE

enables integration with health care partners and providers across the continuum of care to advance a collaborative inter-professional practice environment that values the contributions of all staff and maximizes professional scope of practice. As a member of the Executive Leadership Team, the VP/CNE fulfils a key role in the areas of quality and risk management, financial/operations and utilization management, planning, infection control, patient/resident/client safety, ethics, change management, and professional practice. The VP/CNE is responsible for supporting local community strategies to support the delivery of responsive programs and services. The VP/CNE is accountable for fostering a healthy work environment in which collaboration is valued and excellence in clinical care and professional development is promoted and achieved.

The preferred candidate will possess exceptional leadership abilities and a demonstrated passion for engaging employees at all levels while promoting a positive internal culture. With superior knowledge of current trends in health care, including system transformation, Ontario Health Teams, and integrated models of care and service, the VP/CNE will have an ability to build strong relationships with a variety of individuals including patients, residents, clients, families, employees, physicians, volunteers, and community partners and stakeholders. Current registration and standing with the College of Nurses of Ontario is mandatory, and a commitment to ongoing education/professional development and a relevant Masters degree is preferred.

SUBMIT COVER LETTER AND RESUME TO:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609



Leader, Quality, Patient Safety and Risk Management

POSITION DESCRIPTION:

Reporting to the Vice President, Clinical and Community Programs and Chief Nurse Executive, the Leader, Quality, Patient Safety and Risk Management has a critical and practical role responsible for achieving the organization's goal of excellence in service delivery to its patients and clients by providing the operational leadership and support for quality improvement, patient safety, risk management, patient relations processes, and policy procedure oversight.

Working on behalf of the Executive Leadership Team, this position provides support for and direction to the Operational and Clinical Leadership teams for managing the development and implementation of policies and processes to integrate quality improvement, patient safety principles, Accreditation standards, evidence-based practices / best practice standards and risk management strategies in the operation of the hospital, community, and long-term care services to support HHHS to achieve its quality and patient safety goals. In addition, the position supports the development and implementation of the organization's Quality Improvement Plans, Balanced Scorecards, leads Accreditation preparation and related activities across the organization, provides leadership for the policy management system, and works collaboratively with the Leadership team to support emergency management and preparedness.

- Promotes a culture of patient safety and continuous quality improvement, and facilitates the integration of quality improvement initiatives and best practice standards that can be monitored and measured using reliable and valid data; builds organizational capacity for patient safety and quality improvement.
- Provides leadership in the development, implementation, and evaluation of quality improvement processes and programs to continually improve the provision of patient/client/resident care.
- Supports Quality Reviews as needed within the organization and the local region.
- Supports Management and Executive Leadership teams, and the Chief of Medical Staff to develop and execute local quality improvement priorities and ensures that strategic information, quality improvement, and performance measurement initiatives are linked to strategic and operational priorities and activities.
- Works collaboratively with Managers, staff, and physicians to promote all domains of quality (including effectiveness, efficiency, accessibility, accountability, and sustainability, etc.) in clinical and operational processes and provides leadership and support for quality reporting to the Executive Leadership Team, Board of Directors, and relevant government bodies.
- Leads the organization's Accreditation preparation and processes, and ensures compliance with national Accreditation standards; works collaboratively with the Leadership team to embed Accreditation standards into organizational policies, procedures, processes, and practices.
- Works collaboratively with the HHHS Professional Practice Leader / Educator to implement best practice standards and guidelines.
- Leads the implementation and ongoing process of the HIROC Risk Registry across the organization.
- Maintains fiscal accountability by collecting and monitoring necessary fiscal and quality data, analyzes data appropriately, initiates and implements methods of cost containment in relation to the service/area, and justifies expenditures.
- Provides leadership and development support for identification of performance indicators across the continuum of care and provides consultative services regarding an array of quality methods used in high performing organizations (including Lean principles, concepts, tools, and methods).
- Supports program and department managers to analyze current trends and data in support of quality improvement and patient safety.
- Performs other related duties as assigned.

QUALIFICATIONS:

- Required: Regulated Health Professional Undergraduate degree
- Master's degree in a health-related discipline is preferred
- Minimum 5 years of experience leading healthcare or hospital-based quality and patient safety projects with demonstrated leadership in the areas of Quality Improvement, Patient Safety, Risk Management, and the Accreditation Canada process preferred
- 3 years of progressive career experience demonstrating successful outcomes on a variety of quality performance indicators
- Program Planning and Project Management training and experience is considered an asset
- Healthcare Risk Management Certification is considered an asset
- Patient Safety and /or Patient Experience Certification/program completion is considered an asset
- Expert knowledge of quality and safety with the ability to introduce innovative approaches to change
- Sound knowledge of quality improvement methodologies, patient safety methodologies, service design, data management and reporting, and patient engagement Demonstrated ability to successfully lead a portfolio of projects simultaneously
- Excellent analytical, problem-solving and decision-making skills with the ability to identify trends, establish benchmarks, as well as provide credible analysis and recommendations
- Self-directed strategic thinker bringing new approaches to quality and safety, service innovation, and performance management
- Excellent communication and interpersonal skills; experience working both independently and in a team-oriented, collaborative environment is essential
- Excellent leadership skills with the ability to coach, mentor and motivate
- Expert in stakeholder management, with the ability to forge and maintain strong internal and external stakeholder relationships
- Demonstrated working knowledge of spoken and written English, with strong written and oral presentation skills
- Satisfactory police check for vulnerable populations
- Demonstrated good attendance and performance records with the ability to maintain these same standards
- Demonstrated ability to function effectively in a highly-dynamic, fast-paced, continually-changing environment.
- Must be familiar Microsoft Suite (i.e., Word, Access, and Excel).
- Physical ability to perform the duties of the position.

SUBMIT COVER LETTER AND RESUME TO: Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER: 2022-89

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.

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400 EMPLOYMENT OPPORTUNITY



Haliburton Highlands Health Services

As innovative leaders in rural health care delivery, HHHS offers a broad spectrum of services with the goal of achieving improved local access to health services and quality of care for patients, residents and clients. As a rural health hub, HHHS promotes wellness and provides high quality health services across the continuum including Primary Care, Hospital Care (Acute In-patient and Emergency Care), Long-term Care, Palliative and End-of-Life Care and Mental Health and Addictions services, as well as an array of community programs. New investments in community programs, including a Geriatric Assessment and Intervention Network (GAIN) Team, a Palliative Care Community Team, Assisted Living Services for High-Risk Seniors and a Community Physiotherapy Clinic are all focused on supporting the residents of the Haliburton Highlands to stay healthy in their homes for as long as possible. HHHS is a teaching site, and works collaboratively with the Haliburton Highlands Family Health Team to support a full rotation of residents from the University of Toronto, Queen's University and others. To learn more about HHHS please visit our website at www.hhhs.ca.

Haliburton Highlands Health Services has a need for Full-Time, Part-Time (Permanent and/or Temporary) and Casual staff for the noted classifications below.

RN's and RPN's are expected to be available for both Minden and Haliburton Hospital locations. In addition, opportunities are available in our two Long Term Care facilities, Hyland Wood and Hyland Crest.

Registered Nurses earns \$34.24 /hr - \$49.02/hr and is responsible for providing comprehensive care to patients, with predictable and unpredictable outcomes who may or may not be clinically stable. The successful candidate will possess a diploma/degree in Nursing and a current Certificate of Competence from the College of Nurses of Ontario. Previous acute care practice is preferred; previous emergency department or specialty department experience of 1 year or more is preferred. Recent experience is preferred. **Temporary housing accommodation will be provided by HHHS.**

Registered Practical Nurses earn \$30.89 - \$31.48/hr and provide client care in accordance with the Professional Standards of the College of Nurses of Ontario. She or he, as a member of the health care team, has a significant role in promoting health, preventing illness, and helping clients attain and maintain the highest level of health possible in situations in which a client's condition is relatively stable, less complex and the outcomes of care are predictable. RPN's must have a diploma in Nursing, a Current Certificate of Competence from the College of Nurses of Ontario, current BCLS. Must have a demonstrated knowledge of RPN scope of practice, excellent organization and prioritization skills and an ability to fully communicate in English.

Personnel Support Workers earns \$22.48 - \$25.20/hr and provide resident care in relation to activities of daily living. PSW's help residents attain and maintain the highest level of health possible in situations in which a resident's condition is relatively stable, less complex and the outcomes of care are predictable. Successful completion of Personal Support Worker program which meets one of the following:
The vocational standards established by the Ministry of Training, Colleges and Universities,
The standards established by the National Association of Career Colleges, or
The standards established by the Ontario Community Support Association; and
Must be a minimum of 600 hours in duration, counting both class time and practical experience.

Interested: Submit your application and resume to:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609



Full Time Assistant Director of Care and Infection Control Program Lead

Minden, Ontario

Organization Background:

At Haliburton Highlands Health Services (HHHS) we strive to be leaders in innovative rural health care, working closely with local and regional partners to promote wellness and provide access to essential services. HHHS manages two Long-Term Care facilities – Hyland Crest in Minden (62 bed home) and Highland Wood in Haliburton (30 bed home) – that provide high-quality care for those no longer able to live at home. We are pleased to share that we have a new ADOC/IPAC Lead role in our Hyland Crest LTC Home in Minden. Wages are commensurate with experience and education.

Our dedicated team of health care professionals are guided each and every day by our core values of Compassion, Accountability, Integrity, and Respect.

Position Summary:

The Associate Director of Care and Infection Control Program Lead (ADOC/IPAC Lead) reports directly to the Administrator/ Directors of Care and are responsible for providing program management and leadership to the infection prevention and control (IPAC) program (practices and protocols) to ensure regulatory compliance and implementation of clinical and non-clinical care standards and best practices in accordance with the Fixing Long-Term Care Act, 2021 and ON Regulation 246/22.a. This position also provides both clinical and administrative support to the team and is responsible for coordinating risk management and quality improvement activities by fostering a culture of continuous quality improvement with a focus and emphasis on residents, and safety. The incumbent provides leadership and support for quality and risk-related initiative within HHHS.

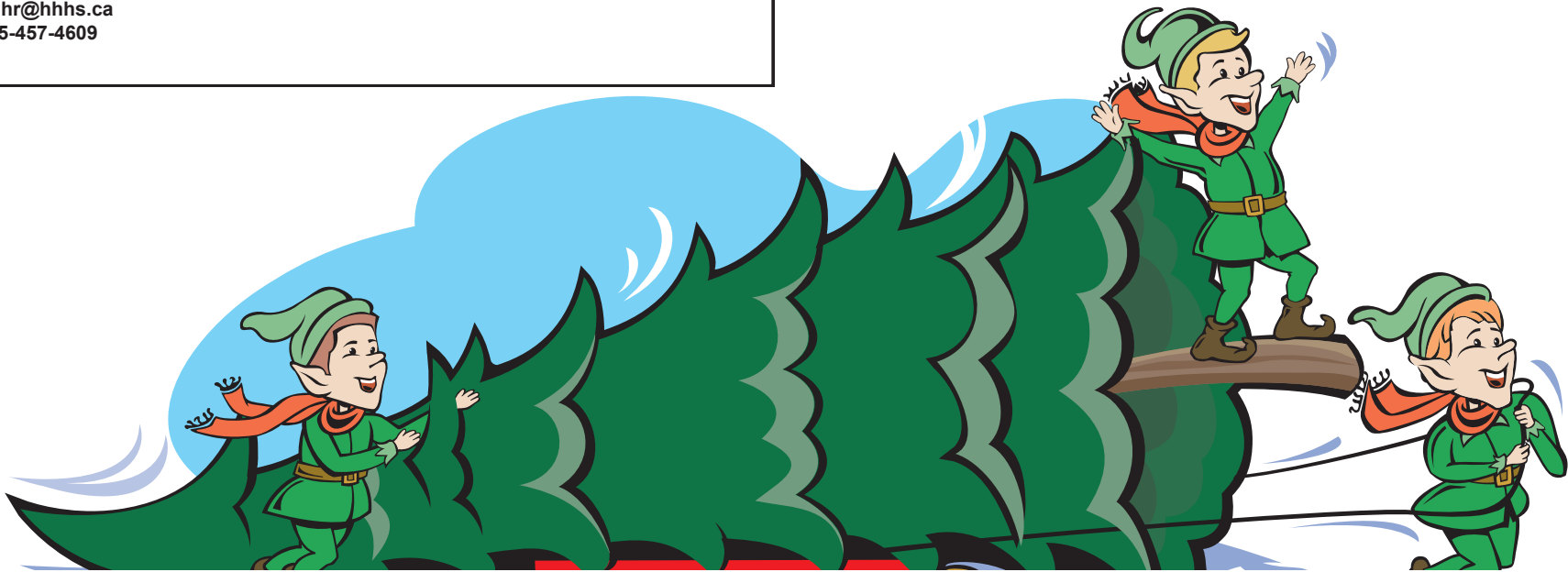
The ADOC/IPAC Lead will advise on educational content to be provided to staff at orientation and through ongoing training with a primary focus on clinical practice. The ADOC/IPAC Lead is accountable for assisting with the management of quality nursing care and services within the home. They will work with the multidisciplinary team supporting and mentoring all departments.

Qualifications:

- diploma or BScN degree from an accredited college or university program
- minimum 5 years of active Nursing Experience, with a minimum of 2 years' experience in the long-term care sector.
- Completion of IPAC Canada endorsed course and Certification in Infection Prevention and Control through IPAC Canada required within three (3) years of hire
- A minimum of 1 years' experience involved in infection prevention education or project work
- Experience performing activities that are client centered, while incorporating Quality Improvement Principles
- Current registration with the College of Nurses of Ontario and proof of annual CPR Certification
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills
- Demonstrated experience with best practice guidelines
- Demonstrated experience with the promotion and implementation of clinical best practices
- Knowledge of the legislation, guidelines and regulations as they relate to the position and responsibilities of the Long Term Care Sector.
- Knowledge of, and demonstrated ability in corporate core competencies including customer service, communication, team work, initiative/self-management, accountability, flexibility and adaptability.
- Ability to deal cooperatively and effectively with all levels of staff, unions/employee/client groups and ability to foster cooperative/collaborative working relationships.
- Ability to travel to off-site locations in a timely and efficient manner, as required.
- Ability to work outside regular business hours, including evenings, nights and weekends, as required.

SUBMIT APPLICATION AND RESUME TO:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON, K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609



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Call 705-457-1037
classifieds@haliburtonpress.com
Deadline Friday at 4 pm

400 EMPLOYMENT OPPORTUNITY



ADMINISTRATOR/DIRECTOR OF CARE, HYLAND CREST Minden, Ontario

The Administrator/Director of Care is responsible for the managerial and clinical oversight of the LTC Home providing leadership, direction and technical support to departmental staff consistent with HHHS values, policies, and procedures and legislative requirements. Ensures employee compliance with adherence to standards of quality, infection control, occupational health, professional practice and emergency procedures in support of the provision of high-quality, safe and efficient resident care. As a member of the management team, communicates the organizational vision, strategic goals and objectives and participates in the establishment of annual operating plans. Manages the human, fiscal and capital needs within allocated resources. Completes departmental schedules in compliance with applicable collective agreements and monitors workflow. Ensures all health and safety measures required by applicable legislation are followed and all reasonable precautions are taken to protect the health and safety of our workers and residents. Responsible for intervening when issues are brought forth as well as identifying, managing and reporting any concerns or issues. Liaises with unions, families, residents, volunteers and other internal and external partners as required.

QUALIFICATIONS:

- BScN degree and current registration with the College of Nurses of Ontario
- Minimum of 3 years' experience working in a managerial capacity in a Health Care setting, preferably Long-Term Care (LTC)
- LTC Administrator and DOC course or completion within one year
- A minimum of 5 years' experience working as an RN in a LTC environment
- Excellent critical thinking and problem-solving skills
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills.
- Demonstrated experience with the promotion and implementation of clinical best practices
- Excellent interpersonal skills and ability to work with administration, the management team, the Board of Directors, charge nurses, staff, physicians and community stakeholders
- Knowledge of the legislation, guidelines and regulations of the Long Term Care Act(s)
- Demonstrated commitment to continuing education
- Wages are commensurate with experience and education.

SUBMIT APPLICATION AND RESUME TO:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON, K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609



MANAGER, FINANCE DEPARTMENT

REPORTS TO: VP Support Services & CFO

STATUS: Temporary - Full-time (1.5 years)

SHIFT: Days

COMPENSATION: Commensurate with Experience

UNION: Non-Union

AVAILABLE TO: Internal & External Candidates

As innovative leaders in rural health care delivery, Haliburton Highlands Health Services (HHHS) offers the spectrum of services with the goal of achieving improved local access to health services and quality of care for patients, residents and clients. HHHS promotes wellness and provides high quality health services including Primary Care, Hospital Care (Acute In-patient and Emergency Care), Long-term Care, End-of-Life Care, Mental Health and Addictions Care, and an array of Community Support Services. New investments in community programs, including a Geriatric Assessment and Intervention Network (GAIN) Team, a Palliative Care Community Team, Assisted Living Services for High-Risk Seniors and a Community Physiotherapy Clinic are all focused on supporting the residents of the Haliburton Highlands to stay healthy in their homes for as long as possible.

POSITION DESCRIPTION:

Haliburton Highlands Health Services (HHHS) has an exciting opportunity for a highly motivated, self-starting individual with strong accounting, managerial and organizational skills to join the team as the Finance Manager. This position will be responsible for accounts payable, accounts receivable, general ledger, budgeting, audit, costing, financial reporting and analysis, in addition to hiring, evaluating and mentoring staff in Finance and Payroll departments.

QUALIFICATIONS:

Working closely with the VP Support Services & CFO, the Manager will ensure the completion of accounting functions according to Generally Accepted Accounting Principles and Public Sector Accounting Standards. To achieve this, the successful candidate must possess:

- Post-secondary diploma or degree in Finance or equivalent.
- Professional Accounting Designation – CPA, CA/CMA/CGA.
- Minimum of 3 years recent managerial experience in accounting, preferably in the healthcare environment.
- Demonstrated expertise in accounts receivable, accounts payable, payroll, audit and general business office and finance processes.
- In-depth knowledge of financial analysis/reporting and accounting principles and practices.
- Excellent working knowledge of financial systems as well as spreadsheet, database and word processing applications. Experience with Microsoft Office Suite, Microsoft GP Dynamics Financials, Quadrant QHR Payroll, EPIC, and Point Click Care would be an asset.
- Excellent organization, communication, and interpersonal skills.

SUBMIT RESUME TO:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON, K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER:
DEADLINE FOR APPLYING:

2022-98

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.



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640 IN MEMORIAM



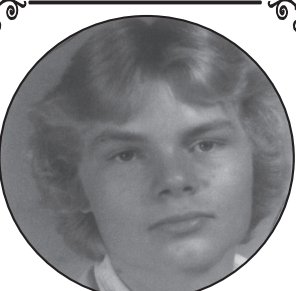
Dawson, Clifford

In memory of a dear father
Who passed away
December 12, 1997

"Just a memory, fond and true,
To show we still remember you,
Though 25 years have passed away,
Still we miss you day by day."

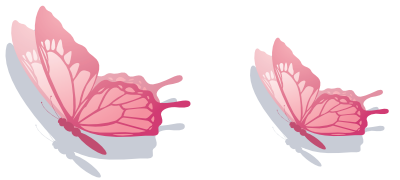
Sadly missed
by daughter Kathy
& son-in-law Keith

640 IN MEMORIAM



Mathews, Benjamin Daniel
Jan. 25, 1962 - Dec. 6, 1979
Beloved Son

It's not the tears the we shed at the time,
That tell our hearts are broken,
It's the silent tears in the after years,
When your precious name is spoken.
Time cannot stop the heartache,
Or even stop the tears,
Or take away the memories,
For someone we loved so dear
Those we love don't go away,
They walk beside every day,
Unseen, unheard, but always near,
Still loved, still missed and very dear,
If all the world were ours to give,
We'd give it all and more,
To see your loving face again,
Walking through our door.
Dad and Mom



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AND MINDEN RECORDER

Vol. 102 No. 10 Wednesday, November 23, 1983

'Voice of the Highlands'

16 pages

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Lakeshore study nearing completion

Document will be a tool to help councils with planning, official tells county

Work is continuing on a lakeshore capacity study that will help municipal councils make planning decisions, but it could be months or even years before the study is approved for use.

Martin Sinclair, manager of research in the special projects branch of the Ministry of Municipal Affairs and Housing, told Haliburton County council last Wednesday that while work on the study is progress-

ing, the lakeshore capacity model has not yet been tested.

The study is being co-ordinated by the housing ministry because it has jurisdiction over the province's Planning Act. Housing ministry teams are contributing land use information and integrating the study results. Other ministries involved in formulating the document are the Ministry of Natural Resources and the Ministry of the

Environment.

The MNR, which Sinclair jokingly described as "the ministry of no results", has responsibility for fish and wildlife aspects of the study, while the MOE ("the ministry of open endedness", said Sinclair) is carrying out water quality and microbiological testing.

The result of the ministries' combined efforts will be 'The Ontario Lakeshore Capacity Simu-

lation Model', a document that should help planners assess the impact of proposed development on water bodies and the surrounding land.

It will be "a management tool", according to Sinclair. "It does not make decisions for you."

At the moment, there is no scientific means of assessing what will happen to a lake if more lots are added, and in many places efforts

are underway to improve water that has been adversely effected by development.

With the lakeshore capacity model, municipalities will be able to "use a little bit of foresight and avoid some of these problems", Sinclair said.

Scientists have discovered that not all lakes are the same, and that water bodies react differently to development. Analysis has shown that it is not merely the number of cottages on a lake that determines what will happen to the water quality, fish and wildlife, but the number of days those cottages are used. Ten cottages used year round can be as detrimental to the environment as 100 cottages used only a few days a year, Sinclair noted.

As well, the study has shown that clearing lots instead of leaving them relatively untouched contributes to water quality problems because pollutants reach the lake more quickly and in greater quantity.

In a question period following Sinclair's presentation, Lutterworth reeve Ron Gambell asked if the completed study might make it easier to get developments approved by the Ontario Municipal Board.

Sinclair replied that while he could not speak for the OMB, the lakeshore capacity model would provide factual information with which to present a case for or against a particular development, rather than the emotional arguments which are more usual in the absence of scientific data.

In reply to a question from Monmouth reeve Keith Tallman, Sinclair said that prospective developments should be discussed with the local council first.

Tighe elected in Monmouth

Dwain Tighe of Wilberforce has defeated four other candidates in a by-election for a single seat on Monmouth council.

The election, held Monday, drew a total of 342 voters to the polls, turnout that municipal clerk Sharon Stoughton described as "about average for the local people." There are 558 permanent residents in Monmouth.

Tighe, who has been active in community affairs but has not previously served on council, polled 129 votes, well ahead of second place finisher and former deputy reeve Carman Coumbs, who was defeated by Harry Clark in last November's municipal election.

Howard Anderson of Tory Hill, who served on council in the mid '70's, finished third in the election race, drawing 52 votes, only one more than fourth place candidate P. John Finlay, also of Tory Hill.

The fifth candidate, Pearl Foster of Tory Hill, drew 10 votes.

Tighe, a forestry technician employed by Wilberforce Veneer, will be sworn in on December 5.

Council has two years remaining in its term of office.

County wants more assessment facts

Haliburton County councillors have agreed to invite the regional assessment commissioner to their December meeting in a bid to find out more about equalized assessment.

Ivor James, who is based in Lindsay, will be asked to bring council up to date on the effects of adopting the most recent market values for assessment purposes.

A modified form of market value assessment has been adopted by municipalities across the province. Under this system, assessments within property classes are weighted according to 1978 or later market values. The scheme has

Please turn to Page 2



Curtis Eastmure and Heather Scully played lead roles in the Highlands Little Theatre production of The Prisoner of Second Avenue, which had a

three night run at Haliburton Highlands Secondary School last week. For more on the play, see page 10.

Study of municipal affairs advocated

County supports resolution for public education on municipal politics

Haliburton County councillors believe local citizens do not know enough about the functioning of local government, and have voted to support a resolution from the City of Stratford that advocates education programs focussing on municipal affairs.

According to the Stratford resolution:

- Local government is the level of government that most directly affects the everyday life of Ontario citizens.

- A greater understanding of how the local government process functions should encourage more citizens to vote in a municipal election as well as to take a greater interest in the affairs of their local municipality.

- Local government is deserving of much more attention in the school system in Ontario.

- There should be a concerted effort to improve the ability to deliver a higher quality of treatment on this most important topic.

- In restructuring the Ontario Educational System, the topic of local government has been passed over as regards any concerted effort to design a comprehensive program in schools.

- The Ministry of Municipal Affairs

and Housing expended large sums of money on a "get-out-to-vote" campaign in the 1982 Civic Elections which suggests that the Provincial Government is concerned with the small number of citizens who do actively participate in the local government process.

- The Ministry of Municipal Affairs and Housing and the Ministry of Education should be asked to co-operate with each other to develop new approaches to the teaching of local government to create programs which would enable citizens at large to learn more about the functions and operations of local government.

Warden Bill Howe agreed with the ideas expressed in the resolution. He said that informing people about municipal affairs and fostering interest in local councils is "a very important thing."

"I don't feel (citizens) are knowledgeable the way they should be in the operation of the municipalities or the county", Howe said.

In an aside to his deputy reeve Glynn Lewis, Lutterworth reeve Ron Gambell joked that "perhaps some of the councillors should get some schooling too."

Dysart et al deputy reeve Gary

McKnight noted that students are already learning about municipal affairs in local schools.

Warden Howe said he was "happy to hear it."

"This is more important than teaching them metric," he observed. Copies of the Stratford resolution will be sent to all local municipalities for their consideration, and notice of County council's endorsement will be sent to the Premier's office, the Minister of Municipal Affairs and Housing, the Minister of Education, the Organization of Small Urban Municipalities, MPP John Eakins and the clerk of Stratford.

Please turn to Page 3

Police do not approve bus transfer points

Despite a widespread public belief to the contrary, the Ontario Provincial Police do not approve locations where students are transferred from one school bus to another.

Gary Chapman, public services officer with the Minden detachment, said in an interview Friday that while the OPP will respond to a request from board members or school bus drivers to check out the legality of certain transfer points, police confine their advice to

whether or not any Highway Traffic Act regulations are breached. They do not make formal judgements about the safety of particular transfer points.

The misunderstanding came to the forefront Thursday night at a meeting of the parents association of Archie Stouffer Public School in Minden. Chapman said everyone who attended believed bus transfer points had OPP approval.

"One of our prime concerns is that should an unforeseen accident happen, the OPP might be seen to be legally responsible, when in fact that would not be the case," Chapman said. He also noted that there would be ill feeling on the part of the public if there is an accident at a location thought to be approved by the OPP.

Since the October accident involving a school bus and a dump truck on County Road 1 in Snowdon Township in which several students and both drivers were injured, the

Please turn to Page 3

Inside the Echo



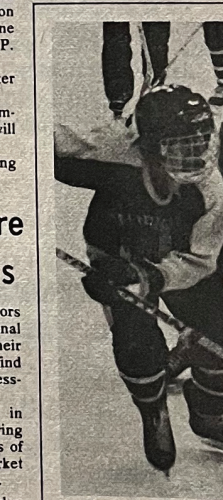
Postmaster set to retire

See pages 3, 8



Play was a good effort

See page 10



Midgets win at tourney

See page 6

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